



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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(213) 974-2406 FAX (213) 621-0387

To enrich lives through effective and caring service

MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

August 18, 2003

To: Department Heads

From: Michael J. Henry
Director of Personnel

Subject: **VETERANS' PREFERENCE CREDIT IN
OPEN COMPETITIVE EXAMS**

On July 22, 2003, the Board of Supervisors adopted a policy regarding the granting of veterans' preference credit. Attached is a copy of the Board's minutes on this item. This memo is to advise all departments of the provisions in the Board's action and to let you know that more detailed guidelines will be issued for inclusion in the Human Resources Management System Policies, Procedures, and Guidelines manual.

Effective immediately, veterans' preference credit will be granted in all open competitive examinations, for any person passing the examination, who has or shall have served in the Armed Forces of the United States:

- a) During a declared war; or
- b) During the period April 28, 1952 through July 1, 1955; or
- c) For more than 180 consecutive days, other than for training, any part of which occurred after January 31, 1955, and before October 15, 1976; or
- d) In a campaign or expedition for which a campaign medal or expeditionary medal has been authorized and awarded.

This policy also applies to the spouse of any such person who, while engaged in such service was wounded, disabled or crippled and thereby permanently prevented from engaging in any remunerative occupation, and also to the widow or widower of any such person who died or was killed while in such service.

Questions may be directed to Sandra K. Taylor, Human Resources Manager, HR Departmental Support Division, at (213) 974-2616 or to Laura J. Odem of her staff at (213) 974-2300.

MJH:STS
SKT:LJO
Attachment

c: Each Supervisor
Administrative Deputies
Personnel Officers

z: Veterans' Preference Credit 8-18-03



MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

Violet Varona-Lukens, Executive Officer
Clerk of the Board of Supervisors
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

Director of Personnel

At its meeting held July 22, 2003, the Board took the following action:

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Supervisor Knabe made the following statement:

"The County Charter, providing veterans' credit to former members of the Armed Forces applying for County employment, does not include all of the nation's recent military campaigns. Given the war in Iraq, Operation Enduring Freedom in Afghanistan and the War on Terrorism, veterans' preference should be extended to all service personnel (and qualifying spouses) who were awarded a campaign or expeditionary medal for such service. The self-sacrifice, discipline and experience of military service are positive characteristics that merit special consideration in selecting applicants for County employment."

Therefore, on motion of Supervisor Knabe, seconded by Supervisor Yaroslavsky, unanimously carried, the Board adopted the following policy covering all past, current and future military actions regarding the granting of veterans' preference credit for military service:

The Director of Personnel is directed to grant veterans' preference credit in all open competitive examinations, for any person passing the examination, who has or shall have served in the Armed Forces of the United States:

- a. During a declared war;
- b. During the period April 28, 1952 through July 1, 1955;

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- c. For more than 180 consecutive days, other than for training, any part of which occurred after January 31, 1955, and before October 15, 1976; or
- d. In a campaign or expedition for which a campaign medal or expeditionary medal has been authorized and awarded.

To receive preference, a veteran must have been separated from active duty in the Armed Forces with an honorable or general discharge. As defined in Title 10, U.S.C., Section 101(4), "Armed Forces" means the Army, Navy, Air Force, Marine Corps and Coast Guard. Active duty for training in the military Reserve and National Guard programs is not considered active duty for veterans' preference;

This policy shall also apply to the spouse of any such person who, while engaged in such service, was wounded, disabled or crippled and thereby permanently prevented from engaging in any remunerative occupation, and also to the widow or widower of any such person who died or was killed while in such service.

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Copies distributed:

Each Supervisor
Chief Administrative Officer
County Counsel